THE FIRST STEPS

A GUIDE FOR ELEVATING VOICES, CHALLENGING PERSPECTIVES & TRANSFORMING CULTURES

O’NEILL
SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS
Office of Diversity, Equity and Inclusion
"FAITH IS TAKING THE FIRST STEP EVEN WHEN YOU DON'T SEE THE WHOLE STAIRCASE"

- Dr. Martin Luther King Jr.

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Ask Yourself:

Have you ever heard someone say something disrespectful, but you did not know how to respond?

Are you concerned about social justice, but you are not sure how to make an impact?

YOU CAN MAKE A SIGNIFICANT IMPACT WITH ACCOUNTABILITY

From private conversations to public spaces - keeping yourself & others accountable can transform social norms & create positive change on a massive scale!
Not everyone is offered the same opportunities based on factors such as:

- Race
- Sex
- Gender-Identity
- Sexuality
- Ability/Disability
- Religion
- Ethnicity
- Nationality
- Socioeconomic-status

Inappropriate words and phrases normalize and encourage the mistreatment & oppression of others.
KEEPING PEOPLE ACCOUNTABLE FOR THEIR WORDS AND ACTIONS CAN POSITIVELY IMPACT THE OUTCOMES OF INDIVIDUALS’ LIVES, LIBERTIES & PURSUITS OF HAPPINESS
Learning More

Keep yourself and others accountable by learning about underrepresented cultures, histories and perspectives. The categories listed below are created by the focus of each resource, but they are all intersectional.

*Please keep in mind, some resources may contain themes that trigger anxiety or depression.

Disability Focused
- Book: "A Disability History of the United States" - Kim E. Nielsen
- Documentary: "CinemAbility" (2012) - Jenni Gold

Gender Focused
- Book: "Feminism is for Everyone: Passionate Politics" - Bell Hooks
- Documentary: "Miss Representation" (2011) - Directed by Jennifer Siebel

LGBTQ+ Focused
- Documentary: "Do I Sound Gay?" (2014) - Directed by David Thorpe

Religious Identity Focused
- Book: "This Muslim American Life: Dispatches from the War on Terror" - Moustafa Bayoumi
- Documentary: "Hate Among Us" (2019) - Directed by David McKenzie
**Racial Focused**
- **Book:** "So you want to talk about race?" - Ijeoma Oluo
- **TED Talk:** "How to overcome our biases? Walk boldly toward them" - Vernà Myers
- **Documentary:** "Race: The Power of an Illusion" (2003) - PBS Series

**Asian & Pacific Islander Focused**
- **Book:** "The Color of Success: Asian Americans and the Origins of the Model Minority" - Ellen D. Wu
- **Documentary:** "Out of State" (2017) - Directed by Ciara Lopez

**Black/African American Focused**
- **Book:** "Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race" - Beverly Daniel Tatum
- **Documentary:** "13th" (2016) - Directed by Ava DuVernay

**Indigenous/Native American Focused**
- **Book:** "Legacy: Trauma, Story, and Indigenous Healing" - Susan Methot
- **Documentary:** "Tribal Justice" (2017) - Directed by Anne Makepeace

**Latinx & Hispanic Focused**
- **Book:** "Generations of Exclusion: Mexican-Americans, Assimilation, and Race" - Edward Telles and Vilma Ortiz
- **Documentary:** "Harvest of Empire: a History of Latinos in America" (2012) - Directed by Eduardo Lopez, Peter Getzels
A single confrontation may not completely change a behavior, but every attempt makes an impact and normalizes the culturally appropriate things to say and do.

While it may be frustrating to hear people speak inappropriately, it is critical to be patient and respectful.

Most of the time, people are not trying to be intentionally hurtful. Not everyone has been educated, and social norms are different across time and space. Approach these situations with compassion.
Impactful Intervention Phrases:

- “Because of the historic and current ways members of that group have been oppressed, that should not be said.”

- “I understand that used to be okay to say, but it is not anymore”

- “I would appreciate a civil conversation about how what you said is problematic. Without offense to your character, I think this is a good opportunity to learn about how small things like that can encourage social issues.”

- “You cannot be sure that issue is not incredibly personal to someone in the room. That issue creates obstacles for many people and it is not respectful to joke about it.”

- “That compliment was serving a stereotype. How would you feel if you received that compliment? If you do not think it should apply to you based on your identity, then it is inappropriate for others”
The Next Steps:

Continual Education

- **Attend** culturally relevant events & diversity trainings hosted by school-wide offices, professional organizations, & community groups

- **Research** more history, current events & human bias through books, documentaries, and journals from reliable sources

Expand Circles

- **Seek** out new perspectives from diverse authors, musicians, artists, journalists, celebrities & influencers

- **Foster** new connections within your professional industry as well as social spaces
Lead with Compassion

- **Share** resources for educational opportunities & sanctuary spaces in person, on organization documents, and syllabi
- **Be cautious** when leading discussions on sensitive issues by providing appropriate trigger warnings & thinking holistically about how the topic may impact participants

Give Back

- **Donate** time, money & resources to organizations that empower those in need & strives to make positive social change
- **Advocate** for effective policy change from your school, organization & government
For more Resources & Information

Become a Diversity Ambassador! Contact: oodei@indiana.edu

Join IU's Student Organization! Contact: iustudentsforchange@gmail.com

IU Cultural Centers

- LGBTQ+ Cultural Center
- Neal-Marshall Black Cultural Center
- First Nations Educational & Cultural Center
- La Casa/Latino Culture Center
- Asian Cultural Center

Sources
